

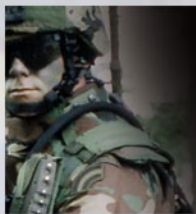


# 2003 Acquisition Senior Leaders' Conference

strengthening our link with the

warfighter





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# Acquisition Career Management: Initiatives and Issues

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# Acquisition Workforce – The Warfighter's Link... **The Campaign Plan**

## **The FA51 Functional Review**

## **Your Input**



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## Acquisition Workforce Campaign Plan

**An initiative to ensure that our workforce is responsive to Army requirements, sized and trained properly, and equipped with the right tools to support the Army's Transformation. This initiative includes three strategic objectives.**





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## Campaign Plan

### Strategic Objectives

- **Strengthen the relationship between the acquisition workforce and the operational Army, the warfighter**
- **Ensure that we provide a clearly defined environment that encourages and offers career opportunities and leadership development at all levels**
- **Ensure that we have a technically competent workforce responsive to the current and future needs of the Army's Transformation**



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## **Campaign Plan - Some Initiatives...**

**Human Capital Strategic Planning**

**Look at AAC Officer education -**

**Army Acquisition Basic Course (AABC)**

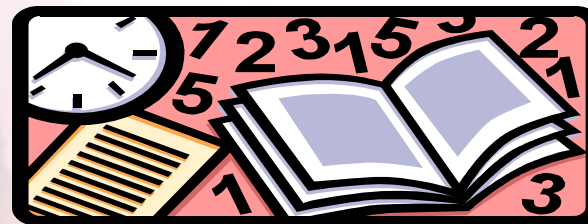
**Intermediate Level Education Implementation**

**Universal MEL 4 Qualification for OSCF/FA51**

**Create a single Acquisition Contribution-based Personnel System**

**Properly utilize civilians post PM jobs and Long Term Tng  
Uniformed Army Scientist & Engineer Program**

- ❖ **Strengthen the warfighter link...**
- ❖ **Develop acquisition leaders...**



❖ **Read about the Campaign Plan at -- <http://asc.rdaisa.army.mil>**

**Respond to Transformation...**



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## FA51 Functional Review – AR 11-3

- **A process to determine the health of a branch's force**
- **Identify critical personnel issues resulting from equipment fielding, organizational transition, and force structure changes**
- **Enable the Acquisition Corps to put trained and ready soldiers at the right place and the right time**
- **Use Acquisition Corps Functional Review process to validate Functional Review and rewrite Army Regulation**



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## Army Acquisition Corps Lifecycle

- **Access Qualified Personnel - Branch Qualified Captains**
- **Train according to DAWIA and Army mandates**
- **Develop Military and Civilian Acquisition Leaders**
- **Acquisition Structure - 2000 in FY00**
- **Selection as Product/Project Manager (military and civilian) & Acquisition Commander based upon Army Requirement**
- **Selection to DoD and Army General Officer Billets based upon Army Requirements**
- **Separations - Expected outcome and societal culture**





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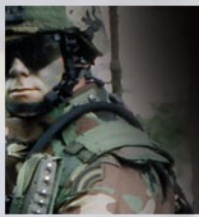
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## Functional Area Review Issues

- **Accessions**
- **Education and Training**
- **Promotions**
- **Separations**
- **Direct assignments**
- **Uniformed Army Scientist & Engineer**
- **NCO MOS**
- **General Officer Succession Planning**
- **How do we solve?**



***Pilot Program to develop AR on Functional Reviews...***



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# Your Questions...





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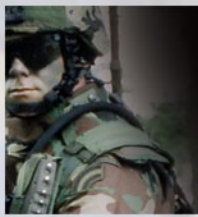
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**Backups...**





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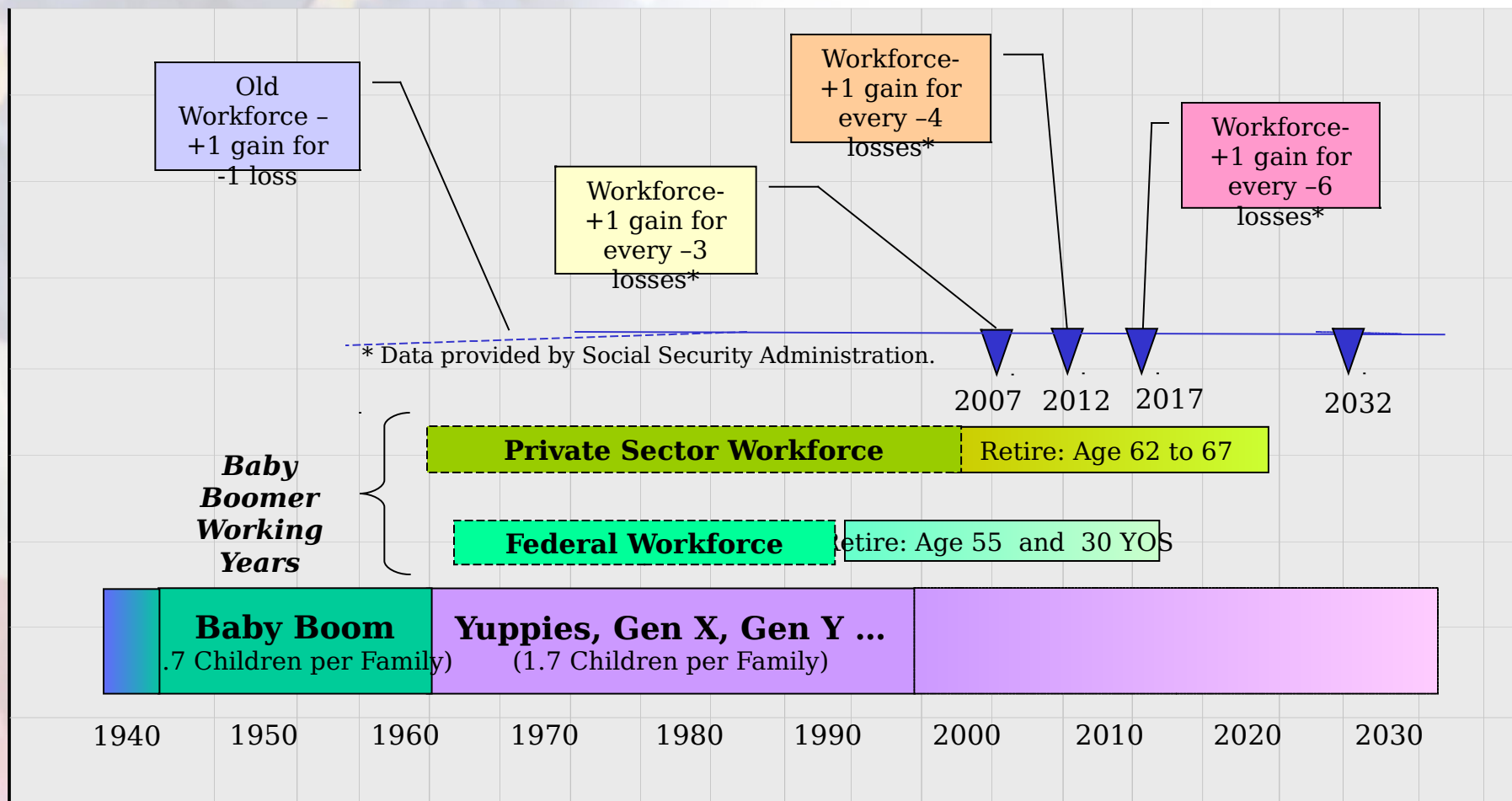
## **Human Capital Strategic Planning**

- **Human Capital Strategic Planning is a top priority due to Department of Defense downsizing, an aging workforce and minimal new hires**
- **Goals are open communication among the Office of the Secretary of Defense (OSD) and the Components; and commitment to provide a valuable product**
- **The 2003 cycle is characterized by a focus on two career fields of interest to OSD to validate/refine initiatives and direction**
- **Estimating current inventory and future desired distribution in FY08 for the above two career fields**



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# U.S. Workforce Trends





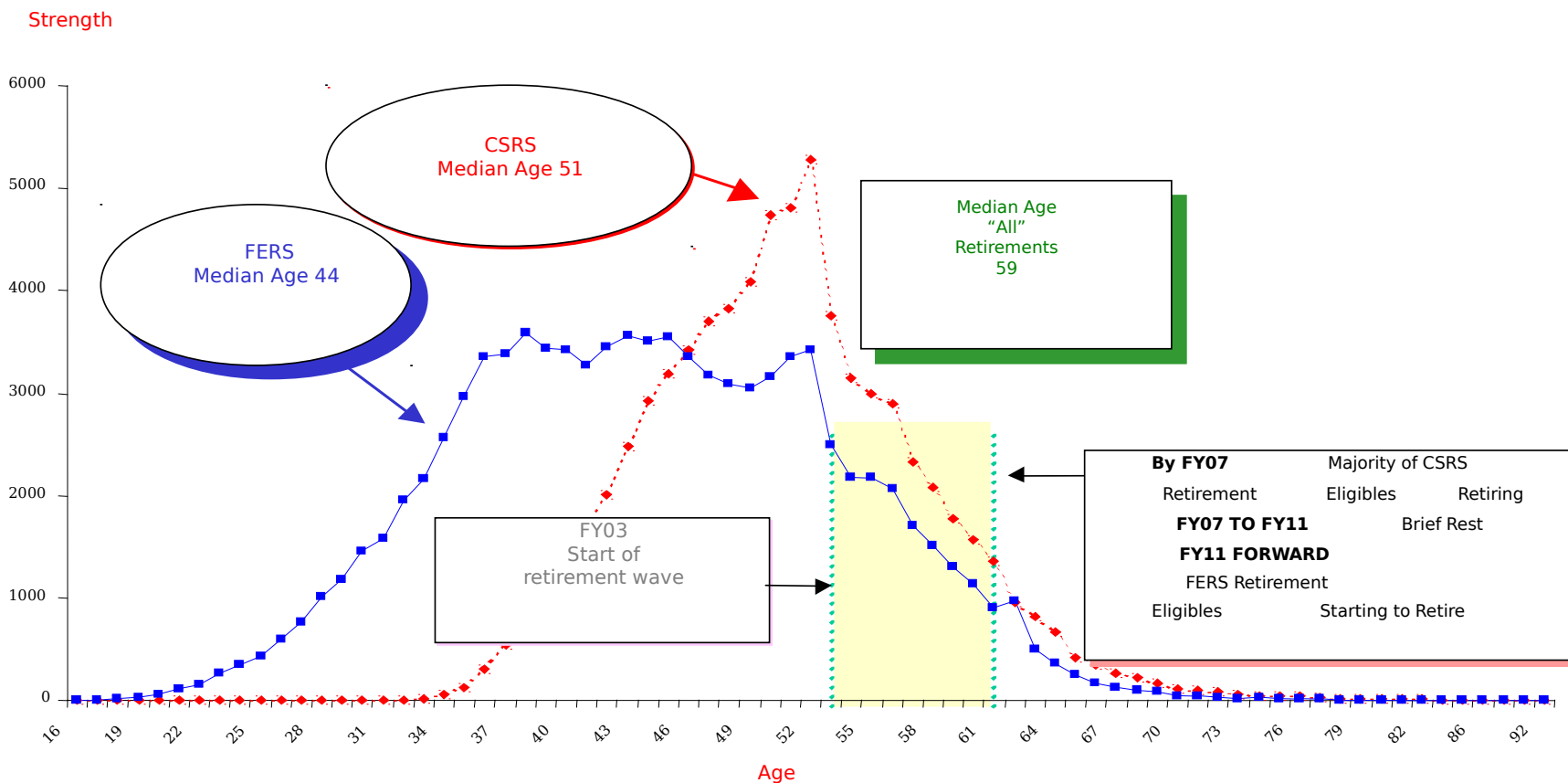
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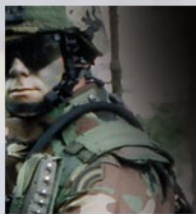
## Aging Workforce Components

Age Distributions of Employees under CSRS and FERS



U.S. Citizen, Direct Hire, Appropriated Fund -

Military Function

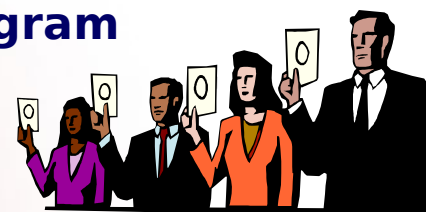


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## Army Acquisition Basic Course (AABC)

- **Formerly Materiel Acquisition Management (MAM)**
- **Army accesses officers in 8th year of service**
  - Small window of time to orient new Acquisition Officers
  - AAC Officers and Civilians must prepare for a variety of assignments
- **Under OPMS XXI each Career Field develops career specific training**
  - AR 600-3 extract: “ The Army’s objective is to have all officers receive instruction in their functional area.”
- **AAC emphasizes multi-functionalism**
  - A “51” is a “51”
  - Requires a program to provide perspective of entire ifecycle of material acquisition
- **Need an integrated and Army oriented program**
- **Civilian Participation**







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## **Intermediate Level Education (ILE)**

- **Produce operations career field warfighting experts and functional area specialists**
- **Execution-centric across Full Spectrum Operations**
- **Instruction driven by Contemporary Operating Environment-based scenario**
- **Integrated curriculum based on front-end analysis**
- **Interdisciplinary Team Teaching Model**

### **Benefits to the Army**

- **All MAJs provided quality, tailored education and set up for success for next 10 years of service**
- **MEL 4/Joint Professional Military Education (JPME) I**



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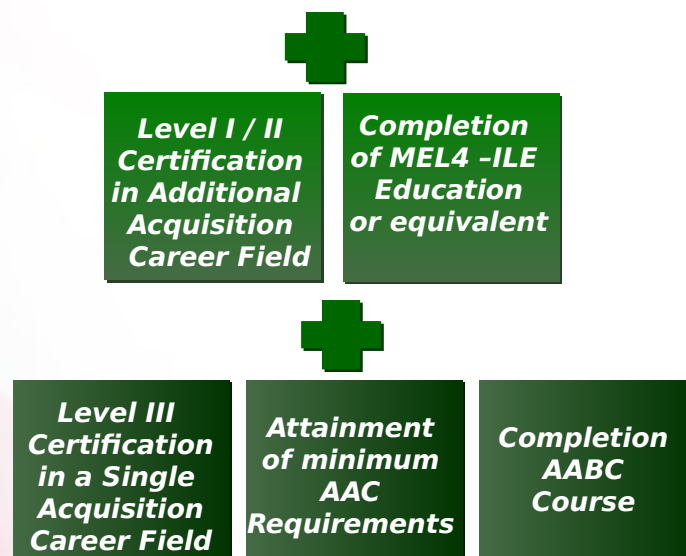
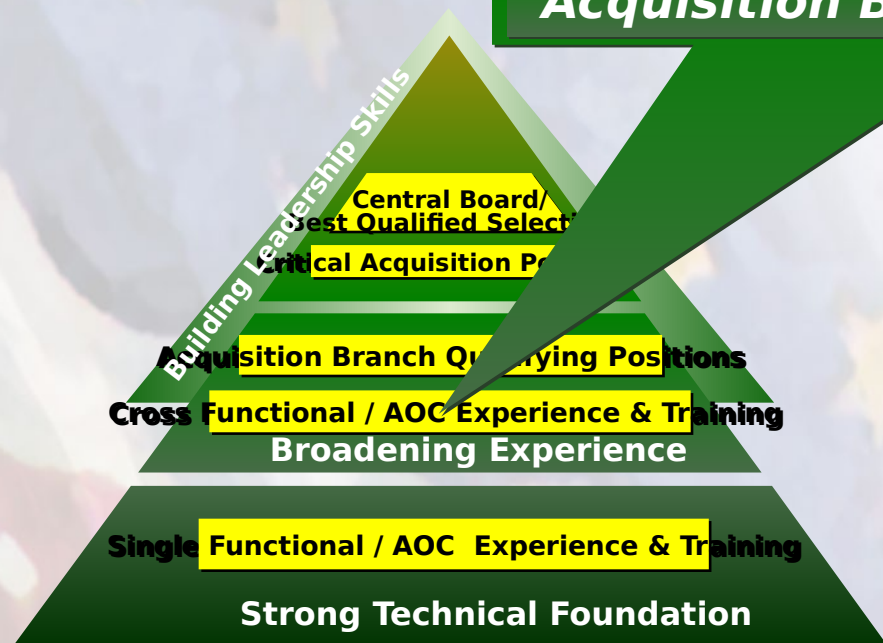
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AABC & ILE...

**ACQ Branch Qualification**

=

**Acquisition Branch Qualifying (ABQ) Assignment**





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Acq  
Demo  
Start  
FY1999  
8 Jan 99

Five Years  
FY2004  
30 Sep 04

NDAA FY2003  
FY2010  
30 Sep 2010

### 3.6 - Align with OSD to create a single Acquisition Contribution-based Personnel System

LabDemos

Best Practices LabDemo

AcqDemo

Best Practices AcqDemo

National  
Security  
Personnel  
System

Transition Army AcqDemo activities to NSPS



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## **Civilian PM Post Utilization**

- **Identified problems associated with post utilization of civilian PMs and post LTT**
- **Created post-utilization taskforce**
- **Formulated and implementing solutions**
- **Status: Find out the latest updates by visiting**  
**<http://asc.rdaisa.army.mil>**





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## **Uniformed Army Scientist & Engineer Program**

- **Cadre of military experts who will effectively bridge combat development, materiel development and technology implementation to facilitate rapid insertion of technology into the field**
- **Designed for U.S. Army officers who can attain degrees in engineering and the applied sciences**
- **Status: This program is in its developmental stages and Phase I is expected to be implemented NLT 1 October 2003**



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## **ASC ISSUE # 1 - Accessions**

- **Last 4 year groups missed meeting accessions requirement**
- **Combat Arms under-represented**
- **Officer accessed today is the future PM for FCS in 2011**

### **RECOMMENDATIONS**

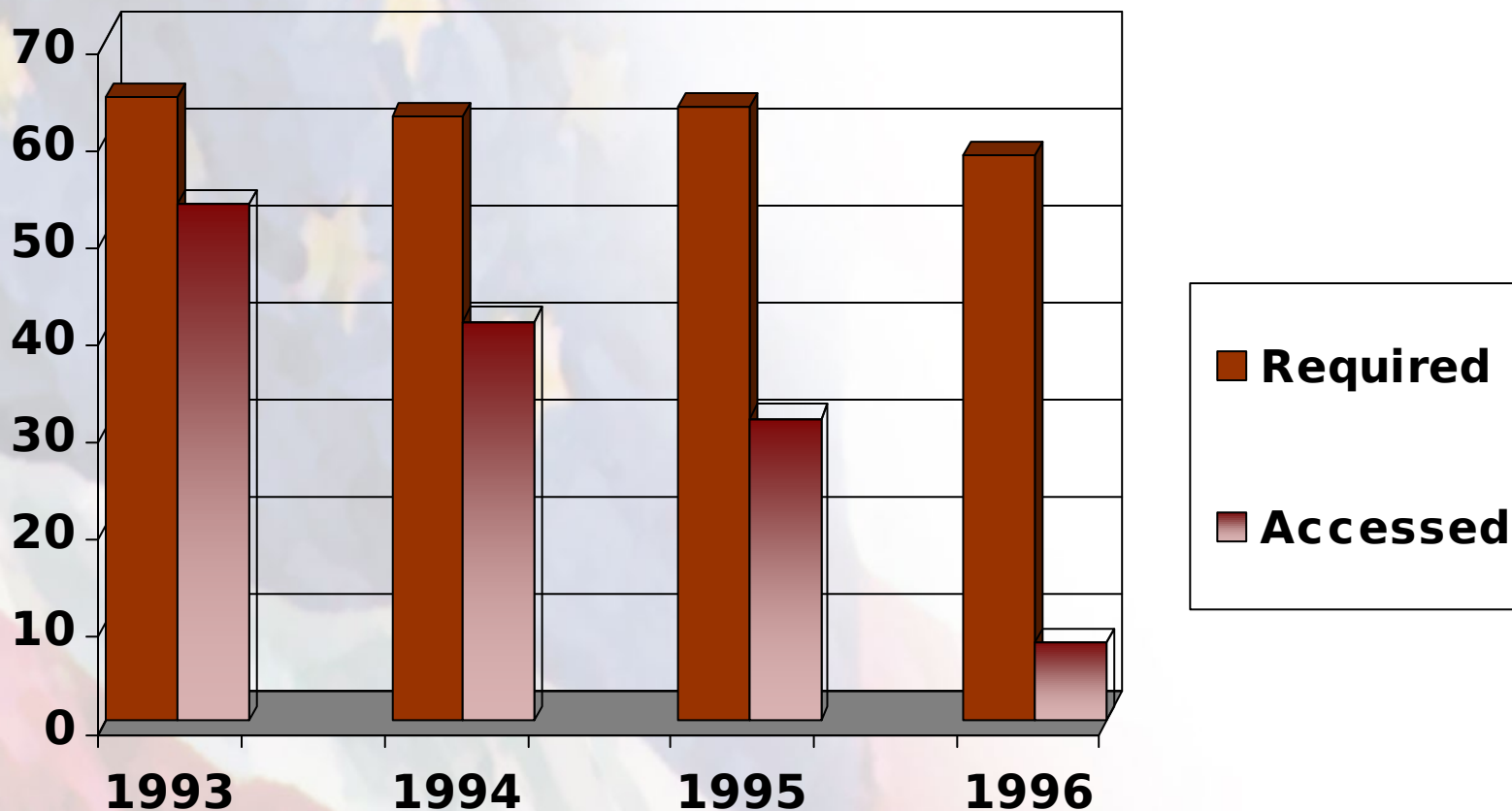
- **Re-energize the Acquisition Recruiting Effort**
- **Solicit Brigade and Battalion Commander participation at**  
**Acquisition sponsored events**
- **New OPMS3 Mandates**



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## AAC DEMOGRAPHICS – COMBAT ARMS UNDER-REPRESENTED BY YEAR GROUP





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## **AAC ISSUE # 2 – INTERMEDIATE LEVEL EDUCATION (ILE)**

- **Produce operations career field warfighting experts and functional area specialists**
- **Execution-centric across Full Spectrum of Operations**
- **Instruction driven by Contemporary Operating Environment-Based Scenario**
- **Integrated curriculum based on front-end analysis**
- **Interdisciplinary Team Teaching Model**

### **Benefits to the Army**

- **All MAJs provided quality, tailored education and positioned for success during their next 10 years of service**
- **MEL 4/Joint Professional Military Education (JPME)**  
**I**





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## **ASC ISSUE # 3 - SEPARATIONS**

- **AAC Officers separate at twice the Army Average (20&22 YOS)**
- **Highly skilled and experienced cohort**
- **Over 50% of COL billets are command select list billets**
- **Upcoming Year Groups likely to exhaust both Primary and Alternate lists**

### **Recommendation**

- **Initiate a task force to address issues**



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## ASC ISSUE # 4 – GENERAL OFFICER SUCCESSION PLANNING

- **OPMS feeder system to General Officer**

### Recommendation

- **Ensure that a system is in place to facilitate increased opportunities for acquisition officers to be promoted to General Officer**



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## ACQUISITION LOGISTICS AND TECHNOLOGY WORKFORCE ASSIMILATION

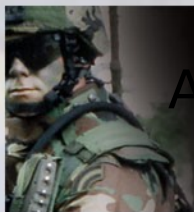
**The AL&TWF is made up of civilian and military professionals who work throughout the life cycle of a system (i.e., "Cradle-to-Grave").**

Prior to FY 03	FY 03 and beyond
Military: 2,000 Civilian: 23,000	Military: 1,800 Civilian: 56,000

- A 131% growth in the AL&TWF since FY02
- Additional growth anticipated
- Facilities Engineering, LifeCycle Logistics and Science & Technology Management Career Fields

### Current top 10 by population

- |                                    |  |  |
|------------------------------------|--|--|
| 1. Army Materiel Command           | 5. U.S. Army Medical Research & Materiel Command | 8. U.S. Army Space and Missile Defense Command       |
| 2. U.S. Army Corps of Engineers    | 6. U.S. Army Forces Command                      | 9. U.S. Army Reserve Command                         |
| 3. U.S. Army Test & Evaluation CMD | 7. U.S. Army Training and Doctrine Command       | 10. Other Field Operating Agencies of the Army Staff |
| 4. Acquisition Support Center      |  |  |



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## Career Fields Update...

- Facilities Engineering/Management

- All facets of facilities engineering and management of DoD installations, facilities, civil works projects, airfields, roadways, and ocean facilities.
- Assimilation Guidance finalized
- 2 Phased assimilation approach Levels 1 and 2 NLT 01 Oct 2003 and Level 3 NLT 01 October 2004

- Sustainment Logistics → LifeCycle Logistics

- Position Category Description (PCD) developed and approved; courses under development
- Assimilation of Sustainment Logistics to commence NLT 01 Oct 2003
- Will be briefed at the Joint Logistics Planning Board

- Science and Technology Managers

- PCD and Career Track approved Apr 02, assimilation on going.
- No Level I certification
- Three new DAU courses being developed for level III certification.



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**ASC Web site**

**<http://asc.rdaisa.army.mil>**